

# Workforce development

What do employers say they want from the state workforce education system?

What do they perceive about the workforce system?

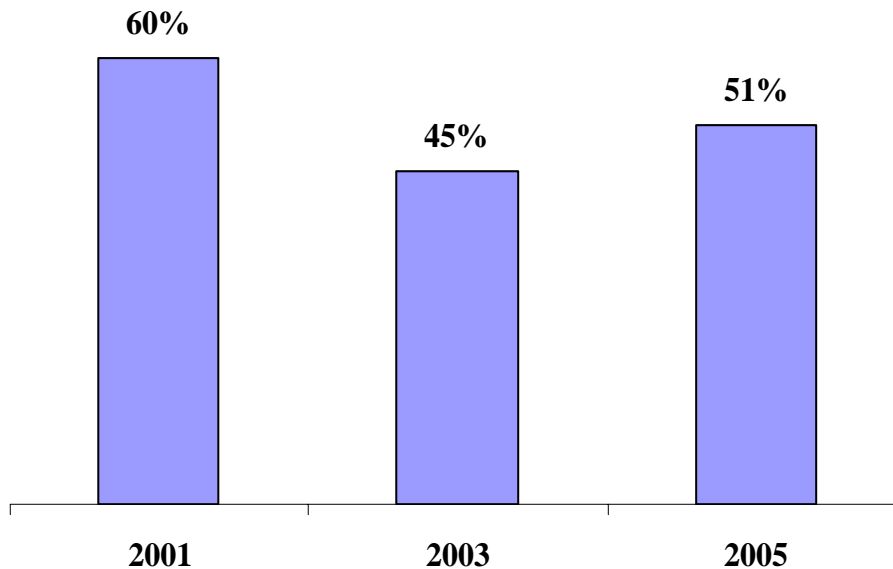




## Percentage of employers reporting difficulty finding qualified job applicants among employers attempting to hire during the past year

### Analysis

- Changes over time reflect both changes in the supply of prepared workers and the number of job openings.
- Even during the recession, in 2003 45 percent of employers who attempted to hire workers the previous 12 months had difficulty finding qualified applicants. That percentage is increasing as the economy is on the upswing.



**DATA NOTES:** Source of the data is the WTECB's Employer Survey. The WTECB surveyed a sample, received about 2,000 responses, and extrapolated the responses to the universe of firms in the state.



## Percentage of employers reporting difficulty finding job applicants with certain skills and abilities

Type of Skills or Ability	Among all Employers
Occupation-specific skills	22%
Problem-solving or critical thinking skills	21%
Positive work habits and attitudes	20%
Communication skills	19%
Teamwork skills	18%
Adaptability to changes in duties & responsibilities	16%
Ability to accept supervision	16%
Computer skills	12%
Writing skills	12%
Math skills	12%
Reading skills	7%
English as a second language	5%

### Analysis

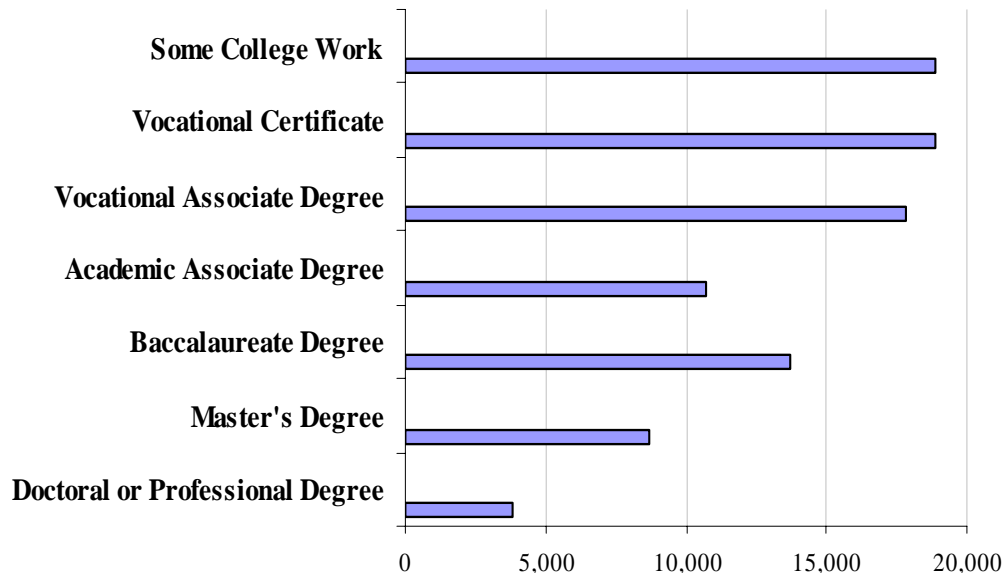
- The highest percentage of employers had difficulty finding applicants with occupation-specific skills (shown in yellow). For example, they attempted to hire a nurse or a carpenter but could not find a qualified applicant.
- The second area of difficulty was in findings workers with general workplace skills, such as problem-solving (white).
- Employers were less likely to report having difficulty finding applicants with the basic academic skills of reading, writing, and math (blue).

**DATA NOTES:** Source of the data is the WTECB's Employer Survey conducted in 2005. The WTECB surveyed a sample, received about 2,000 responses, and extrapolated the responses to the universe of firms in the state.



## Employers who reported difficulty finding qualified job applicants for jobs that require various levels of postsecondary education and training

**Number of Employers Reporting Difficulty Finding  
Applicants with Postsecondary Education or Training: 2005  
Survey**



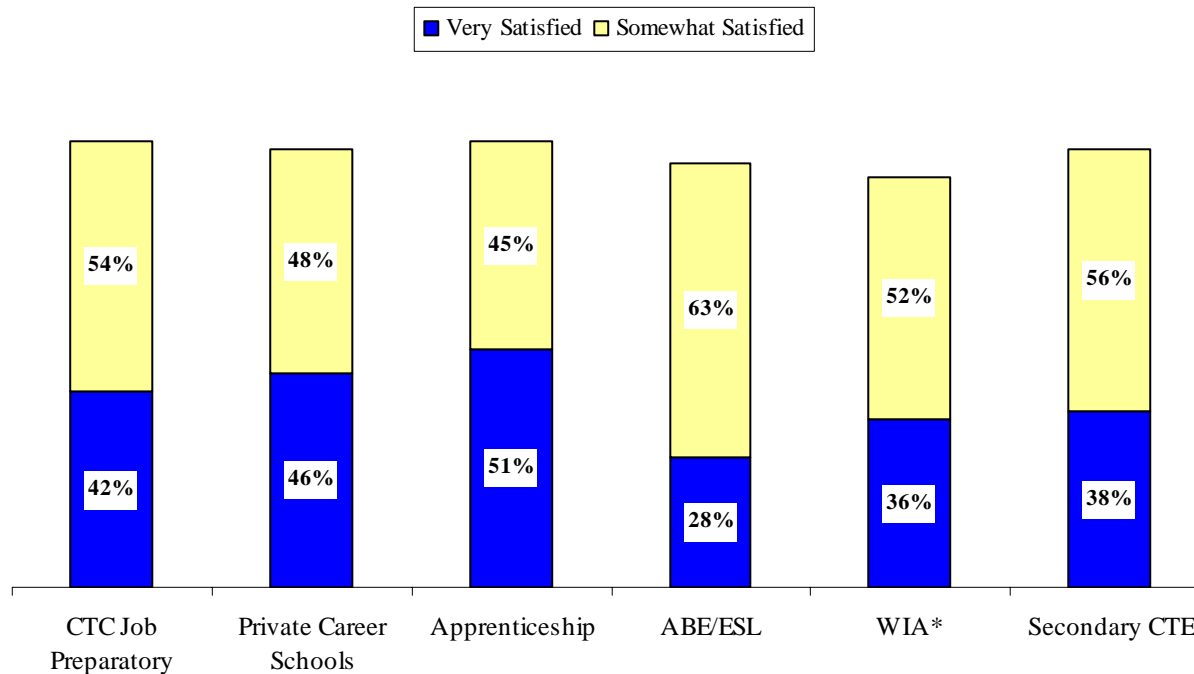
### Analysis

- More employers reported difficulty finding job applicants with some postsecondary education or training but less than a baccalaureate degree than were affected by shortages of other workers.
- There are about 215,000 employers in WA and about 130,000 who attempted to hire one or more workers in the previous 12 months.
- While a high percentage of firms that attempted to hire workers with baccalaureate or graduate degree had difficulty doing so, fewer employers attempted to hire at these levels than who attempted to hire workers with a vocational certificate or degree.
- Not shown, a lower percentage of employers had difficulty finding workers at the high school level or below.

**DATA NOTES:** Source of the data is the WTECB's Employer Survey conducted in 2005. WTECB surveyed a sample, received about 2,000 responses, and extrapolated the responses to the universe of firms in the state.



## Percentage of employers who indicated they were satisfied with the overall work quality of new employees who recently completed the program



\*Refers to all WIA participants (adults, dislocated workers, and youth).

### Analysis

- Employers were asked to answer the survey question only if they believed they could evaluate the quality of recent program completers.
- Few employers responded that they were somewhat or very dissatisfied with recent program completers.

**DATA NOTES:** Source of the data is the WTECB's *Workforce Training Results 2006* report. Employers were not surveyed about new employees from all workforce development programs. CTC stands for community and technical colleges, ABE/ESL for adult basic education and English as a second language, WIA for Workforce Investment Act, and CTE for Career and Technical Education.

